The 1st English-Language Employment Monthly Publication in Egypt & The Middle East

THE EMPLOYER

We're Here To **Manage Your Career**

April 2009 Issue No. 34 10 L.E.

RESUME

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Q: Amidst crisis who understands the HR needs of the Middle East more?

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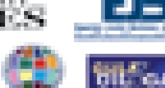


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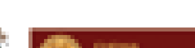



Official Newspaper





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SUMMIT 1

13th - 14th April



Day 1

08:30 Registration

09:00 OPENING KEYNOTE SESSION
THE ADVANTAGE OF EGYPT: WHY IS EGYPT THE SHINING BEACON FOR THE MIDDLE EAST?
Medhat El Madany, President, The Egyptian Human Resource Management Association (EHRMA)

09:40 STREAMLINING THROUGH IMPROVED ORGANIZATION
Amani Nafeh, Director of Human Resources, Raya Holding

10:20 Networking Coffee Break

11:00 NURTURING EGYPT'S HR TALENT POOL: CARVING EMPLOYEE CAREER PATHS FOR FUTURE EMPLOYABILITY AND HIGHER COMPANY PRODUCTIVITY
Seif Sadek, General Manager Human Resources, Mantrac Chairman for the Human Resources Committee, American Chamber of Commerce in Egypt

11:40 EMOTIONAL INTELLIGENCE AND ITS EFFECT ON EMPLOYEES PERFORMANCE
Azza El Bendary, Vice President Human Resources & Administration, Palm Hills Developments

12:20 Networking Lunch Break

14:00 TALENT MANAGEMENT IN DEVELOPING MARKETS
Zacharia Thomas, Human Resources Director, British American Tobacco

14:40 THE ROLE OF HR IN THE CURRENT ECONOMIC SITUATION 1
Riham El-Hawary, Founder & Director, Persona International

15:20 Networking Coffee Break

15:40 SELECTING THE RIGHT SUPPORT FOR RECRUITMENT AND TALENT DEVELOPMENT FOR OPTIMISING BASIC AND ADVANCED HR FUNCTIONS BY USING ASSESSMENT TOOLS AND PSYCHOMETRIC TESTS
Amina El Karamany, HR Director,
Sanofi aventis Egypt

16:20 PERFORMANCE MANAGEMENT FOR SUCCESS
Sabine Blatter, Head of Corporate Human Resources, Siemens Egypt

17:00 Chairman's Closing Remarks

End of Day One

Day 2

08:30 Registration

09:00 OPENING KEYNOTE SESSION
Hany Mahmoud,Regional Human Resources Director Central Europe & Africa,
Vodafone Group

09:40 HOW TO BECOME THE BEST COMPANY AND THE BEST HR MANAGER IN "DEVELOPING LEADERS"
Ghada Ezzeldin, Regional HR Director- Corporate Functions, Central & Eastern Europe, Middle East & Africa region, Procter & Gamble International

10:20 Networking Coffee Break

11:00 EXECUTIVE REMUNERATION: BEFORE AND A LOOK FORWARD
Oscar Avila, Senior Consultant, Hay Group

11:40 EMPLOYMENT BRANDING – A CRITICAL FACTOR IN HR MANAGEMENT
Mona Sabri, HR Director, McDonald's Egypt (Invited)

12:20 Networking Lunch Break

14:00 CREATING POSITIVE ENERGY: A SIMPLE TREASURE DURING TOUGH TIMES
Samah Shenouda, Learning & Development Director - Life Coach, Palm Hills Developments

14:40 THE ROLE OF HR IN THE CURRENT ECONOMIC SITUATION 2
Riham El-Hawary, Founder & Director, Persona International

15:20 Networking Coffee Break

15:40 CORRECTING PAST MISTAKES: PERFORMANCE MANAGEMENT AS A TOOLFOR MINIMISING LOSS & ADDING BUSINESS VALUE
Heba Lamloum, Human Resources General Manager, Commercial International Bank -- Egypt

16:20 ALIGNING HR ACTIVITIES TO BUSINESS OBJECTIVES BY BEING STRATEGIC PARTNERS: SHIFTING FROM COST CENTER TO COST MINIMISER
Ayman Mahana, HR Director, BNP Paribas

17:00 Chairman's Closing Remarks

End of Conference

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SUMMIT 2

13th - 14th April



Day 1

08:30 Registration

09:00 RECOGNISING AND NURTURING TALENTS TO FAST TRACK CAREERS AND ENSURE BUSINESS SUSTAINABILITY
Youssef Nabil, Programme Development Manager, OCI Academy

10:00 Networking Coffee Break

10:30 THE SOFTWARE INDUSTRY IN EGYPT FROM THE HR PERSPECTIVE
Amr Salem, Group Human Capital Director, Alkan CIT

11:30 FACING THE CHALLENGE OF ACQUIRING CALIBERS WITH APPROPRIATE SELECTION METHODOLOGIES: RECRUITMENT AND RETENTION BEST PRACTICES FOR HR MIDDLEMEN
Caroline Hovaghimian, Human Resources Manager, Showtime Arabia

12:30 Networking Lunch Break

14:00 KNOWING WHEN AND HOW TO DESIGN BALANCED SCORE CARDS
Gaydaa El Fakahani, Regional Human Resources Manager, North Africa (EHS), M-I SWACO (Smith/Schlumberger) (Invited)

15:00 HOW BRAND AND EMPLOYEE ENGAGEMENT CAN HAVE A MAJOR IMPACT ON YOUR ORGANIZATION
Shireen Fareed, HR and Corporate Marketing & Communications Manager, 3M Egypt

16:00 Networking Coffee Break

16:30 HOW HR CAN BE STRATEGIC NOW: APPLYING HR IN THE BOARDROOM STRATEGIES
Ravichandra A, Regional Human Resources Manager -- Middle East, Jotun Paints (Invited)

17:30 Chairman's Closing Remarks

End of Day One

Day 2

08:30 Registration

09:00 SUPPORTING TALENT MANAGEMENT PROGRAMMES TO ATTRACT EMPLOYEES
Ahmed El-Sheikh, Leadership Development Manager, Unilever

10:00 Networking Coffee Break

10:30 TAKING THE BUSINESS PERSPECTIVE: CREATING A ROLE FOR HR AMIDST COMPANY PROFIT-CENTRIC TARGETS
Hisham Darwish, Human Resources Manager, MERCK SHARP & DOHME

11:30 TAKING THE ROLE OF BUSINESS PARTNER: BASIC FUNCTIONS AND REQUIREMENTS
Heba Shafei, HR and Administration Manager, Shell Marketing Egypt

12:30 Networking Lunch Break

14:00 HUMAN RESOURCES DEVELOPMENT & FUTURE LEADERS BUILDING
Mohamed Ali Abdulwahab, Training & HR Manager, FedEx, Egypt Express, Licensee Of Federal Express Corporation

15:00 LOCALISING METHODOLOGIES: ADAPTING COMPENSATION & BENEFITS POLICIES FOR THE HEINZ'S REQUIREMENTS, THE EGYPT MODEL
Ahmed Adel, Human Resources Director, Heinz Egypt

16:00 Networking Coffee Break

16:30 USING DIVERSITY MANAGEMENT AS A TOOL TO BALANCE THE SCALE BETWEEN EMPLOYEE AND ORGANIZATIONAL GOALS
Gargi Verma, Senior Manager, HR

17:30 Chairman's Closing Remarks

End of Conference

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WORKSHOPS

12th & 15th April



Pre Conference

12th April

BEYOND GENERAL HR PRACTICES TO OPTIMISE YOUR PEOPLE'S POTENTIAL, DETERMING APPROPRIATE CAREER FITS THROUGH VARIOUS FLAVOURS: ASSESSMENT CENTRES, PSYCHOMETRIC TESTS AND OTHER TOOLS

Trainer:
Amina El Karamany, Human Resources Director,
Sanofi aventis Egypt

Many multinationals and professionals employ psychometric tools and tests. However, many users lack adequate skill and certification for all the assessment options in the market.

The session presents extensive case studies and examples that the market can use. Complementing the various learning sessions, Amira will impose interactive feedback administration sessions, afterwhich she will be sharing her own feedback and insights.

The session includes:
* Focusing and Identifying Assessment in General
* Digging Deeper through a Concept Discussion Two Methods: OPQ and Insights
* Supplying Data and Role Playing to Receive and Evaluate Assessment Feedback
* Sharing Personal Views on the Strengths and Weaknesses of OPQ and Insights
* Creating Your Own Assessment Flavour at the End of All Discussions

WORK- LIFE BALANCE: TIPS & TOOLS

Ghada Ezzeldin, Regional HR Director- Corporate Functions, Central & Eastern Europe, Middle East & Africa region, Procter & Gamble International

Ghada shares her experience on how getting promoted to Regional Director and regarded as highly valuable by the company while working on a reduced 80% schedule, following her maternity leave.

KEEPING THE EMPLOYEE DRIVE: UTILIZING INNOVATIVE BENEFITS & INCENTIVES OVER TYPICAL COMPENSATION PACKAGES

Trainer: Andrew Shauble, Managing Consultant, Hay Group

Top executives are essential to lead organizations and withstand the global financial crisis.

Keeping top executives onboard can be taxing, as companies face threats of budget downsizing, salary freezing and salary cuts.

Creating effective reward systems play a critical role in driving employee performance and the engagement of preferred senior executives.

When top employees lead the company to retain and generate thousands of dollars, providing them tailored incentives, rewards and benefits are essential for business survival. Creating atypical rewards systems include:

* Understanding the rationale for spending on rewards & incentives
* Case study on rewards systems
* Designing general strategies for rewards, incentives & benefits
* Evaluating rewards for their effectiveness

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Here's How These Two Universal Laws Can Make You THE WEALTHIEST MAN ALIVE TODAY!

Part 4 of The Lost Emotion Series



You're getting close to discover THE LOST EMOTION - the most powerful transformational life force of all ages. In this series you'll know what this lost emotion is and how to embrace it in your life. Last month we explained that "If the dream is big enough, the problems don't matter". We also showed that the secret of greatness and power is to know exactly what your purpose in life is.

While you're sitting there reading this article, you're going to learn how to use two powerful universal laws to help you become the wealthiest, most successful man you've ever imagined.

This may sound like hype, but as you read through you will discover that all successful people throughout history have used these two laws to attract massive success and craft their legacies. I am going to show you, with proof, that these two laws can help you succeed in whatever endeavor you choose.

The whole world is now talking about "The Secret", an old universal "secret" that has been discovered and rediscovered by top success philosophers throughout history. All successful people agree that this single "secret" is behind every success a man can achieve. Sure, there may be some naysayers out there, but the truth remains: "The Secret" is behind every success in the history of mankind.

Now I would like to share with you the first law that "The Secret" is all about. This law is the #1 law of success ever, the greatest law of success of all time. It is THE LAW OF ATTRACTION.

In simple terms, the Law of Attraction says that likes attract likes. The theory is based on the scientific fact that thoughts are made up of a vibrant energy that radiates out into the universe and attracts similar energy from the universe.

For example, if you keep thinking that you are poor, you will attract more scarcity and poverty into your life. If you think that the world is abundant and that opportunities are everywhere, you will attract more success and more opportunities. The energy that you radiate attracts similar energy. In other words, whatever energy you put out into the universe, whether negative or positive, will come back to you.

Now imagine that you have a dream that dominates all your thoughts and you have the intention to achieve that dream. This dominant intention will act as a huge magnet that can attract all the resources and opportunities that can help you make your dream a living reality.

So the Law of Attraction, the law that everyone is talking about nowadays, is the first law. It is "The Secret." Now, let me tell you about the second universal law. It is a corollary to the Law of Attraction. Then I will reveal to you the surefire way to activate these two laws in your life and make them work for you on autopilot.

The advertising genius P.T. Barnum wrote, "The great secret of success in anything is to get a hearing. Half the object is gained when the audience is assembled." And this is the second law that I want to share with you. It is the First Law of Marketing: Get Attention.

When you set the intention to achieve your dream, the Law of Attraction will immediately start working for you to attract the attention of the world. It will attract the attention of "the likes" that match your goals and that can help you get what you want.

But your intention must be really powerful. You must think of it from a marketing perspective, where your dream is the product and your intention to achieve that dream is the marketing effort you employ to make the product highly successful. If you can't captivate the media and get the "hearing" you need, your dream will die. If you fail to assemble the audience, then you will kill your dream.

That is why most people fail to get what they want. Most people have weak intentions. Their intentions are just wishes and hopes, instead of decisions and commitments. Their marketing efforts are too weak and fail to attract the attention of the audience and the media that is needed to create a big buzz around the product.

Your dream must fire your soul. It must be so big that your mind becomes like a huge magnet that attracts any resource or opportunity that can help you. The level of desire and passion to get what you want is the determining factor of your success.

Set the intention to achieve your dream, and make it so powerful that it can get the attention of the whole world. So powerful that it can bolster you against objections and criticism. So powerful that it helps you face the naysayers, take the risks, and be courageous.

Fact is, if your desire is NOT greater than your fear, you will fail.

So now you may ask, "How can I set the right intention? How can I make it so powerful that it will attract the attention of the world and detonate the ultimate power of the Law of Attraction?"

What I am about to share with you is the core of success. I have interviewed over one hundred ultra successful people and they all agree on the same concept. Moreover, every self-help book makes this point crystal clear. They all agree that this is the one thing that you must know to acquire wealth, happiness and everything else you desire.

And that is: You must know what your life purpose is.
Everyone -- including you -- is unique and was born for a certain purpose. You have a single unique purpose that you are here to fulfill. You are equipped with gifts and talents that can help you fulfill that purpose. You have unique desires and passions for things in life that correspond with your true purpose.

The strongest intention that you can set, the strongest energy that you can radiate, and the detail that can detonate the greatest power of the Law of Attraction is that intention which matches your true purpose in life.

Your purpose in life is what the world is waiting for you to deliver. Because there is no one on earth but you who can fulfill that purpose. So when you find it and set the intention to live it, it will form a powerful, attention-grabbing force that will command the whole world to start working by your side.

Opportunities will start to flow like magic, simply because you have responded to your unique call. God created you for that purpose and when you respond to that call, God will make everything that can help you flow your way.

Your true purpose in life lies at the cross point of your talents, passions, and the world's needs. In other words, it is what you love the most, what you are best at, and what you can contribute to the most. To truly know these three core areas, you must dig deep within yourself. You must know yourself through and through. Your life purpose is the essence of who you really are.

If you do not know your true purpose, you will never be able to radiate a powerful thought that resonates with the reason for your existence. You will never be able to attract the attention you need to help you respond to your call and fulfill the purpose that the whole world is waiting for you to do. Following your true purpose in life puts you in harmony with the whole universe and opens the doors to unlimited wealth and abundance.

When you know your true purpose in life you'll have enough momentum to unleash your full personal power. Next month we are going to discover HOW?

Stay tuned…

Author Bio:

Mohamed Tohami, author of the internationally highly-acclaimed book entitled "The Pharaohs' Code: Creating a Joyful Life and a Lasting Legacy", helps unfulfilled corporate professionals transform their lives from making a living to making a difference. Find out more at: www.Tohami.com



The Employer's
CAREER ADVISING



- Don't know where your career is heading?
- Want a raise and don't know how to tell your boss?
- Have a problem with your colleague and don't know how to handle it?
- Your job is not up to your expectations?
- Your job is limiting your career path?
- Have a problem evaluating yourself?
- Looking for a change of career?
- Thinking of taking post graduate studies but don't know whether it's worth it or not?
- Working long hours and not being appreciated?
- Don't know how to motivate your employees?
- Looking to hire more qualified employees and don't know how to evaluate them?

Dear Sir

First, allow me to thank you for giving me this opportunity to express and ask your advice about the following. After 4 years of studying "Management Science" in "Sadat Academy" and graduating with "Very good" grade in the Banking Management Section, I started to look for a career that defines myself but my first career path was not what I hoped for. I started working for one of the biggest call centers in Egypt, as a "Call Center Agent" but then it got better as after 2 months I got promoted to be a "Customer Service call center agent". But after working for 1 year in the company, I confess that I have done some mistakes as this was my first time in the working field, so I resigned from the position.During this period I got engaged. I've always dreamt of working in a Bank but I did not get lucky enough or as in Egypt (I did not have connections to help me through) and it has been 3 months since I left the job and I did what I should do. I started to search for a job all over Cairo to rearrange my life again and posted my CV in web sites hoping for the best but I began to get desperately frustrated as I did not get any calls for even an interview. So I want to ask your advice about what to do as I only got 1 year experience and I feel that this is not helping me at all so please advise me?

Thank you for your concern,

Emad

Dear Emad,

Working in the banking field is not easy, since there are only few banks while there are hundreds of people willing to join them! You have chosen a very difficult field to target joining Emad

One of the most important things that would attract an employer to call you is your resume. It has to be always in top shape

I had a look at yours and want to share a few tips with you:

1. Make sure it does not have any spelling mistakes
2. Do not add a photo to your resume unless you are asked to
3. Do not send English & Arabic versions of your resume to organizations you are applying at. Send the English one to most of them, and send the Arabic one only to the ones requesting Arabic resumes .One more thing I need you to do Emad is to work on improving your English. Most employers now require very good command of English language.I do advise you not to limit yourself to the Banking field, as opportunities there are not that wide. Find alternatives for yourself until you have the chance to join what you are looking for, at a later stage.

Best of luck,

Mona Khairy

General Manager

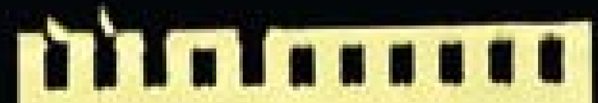
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Dear Sir;

After 25 years of experience; working at a managerial level in the field of Information Technology, half of which was in the Gulf area, I came back to my home country Egypt and joined one of the big named companies.At the end, I found myself stuck in the same position losing all my experience and future. Since that time, I have decided that my career growth will be served best at a larger well established firm and either international or multinational, where I can have more responsibilities and learning opportunities. Therefore, I got interviewed by several groups but all results were zero.I'm really confused with recruitment nowadays, is it all about relations & not qualifications? I really wonder what is wrong. Is it with my CV and cover letter? Or with my skills & qualifications? Could you please checkout my CV, I am waiting for your advice.I highly appreciate your Premium Career Services and I am thoroughly satisfied with the service provided by the employer magazine.

Regards,
Naser

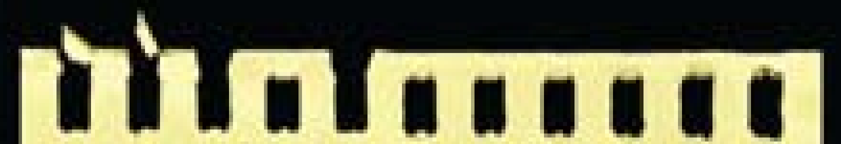
Dear Naser,

I had a good look at your CV and I don't think there is anything wrong with it. The world crisis has hit a lot of industries and the employment market is starting to suffer from its consequences. Many companies are laying off people and others are freezing the hiring until further notice!! Accordingly, number of people looking for jobs is tremendously increasing while the offered employment opportunities are not!! I'm not saying that there are no opportunities out, I'm just saying that it is more difficult to find a good job than before. I understand how frustrated you may be feeling, working in a job that does not fulfill your ambitions, and having applied to a lot of companies with no success. What I can advice you with is the following:

1. Check out the vacancies on monthly basis in The Employer Magazine and apply to all suitable jobs.
2. Apply to as many recruitment companies as possible
3. Put your resume on online recruitment sites, like: Amcham, Bayt.com...etc.
4. Target certain companies and apply to them directly. It does not matter how many times

Last but not least, please be very careful Naser when you make the decision to move. In times of crisis, when companies start laying off people, it is always last in first out! So, unless you receive a very tempting & solid offer, hang on to your job

Best of luck,
Mona Khairy
General Manager
MULTISKILLS



Dear Sir,

I've been reading a lot of your career advices and it really gave me guidance in loads of issues. I'm working as a marketing & training assistant director in one of the big British publishing houses-Egypt office. I've been working there for 17 months now. Actually I've been paid the same salary for more than 3 years now. I mean that I've been earning the same amount in my previous job. I'm having my appraisal meeting next Sunday and I want to ask for a raise. When I 1st joined the job, I was promised a raise after one year. So I was supposed to receive it in September 2007, but I received nothing. My current salary is 2500 EGP and I'm planning to ask for a 1000 EGP. How can I ask for this raise in a proper way?

Please note that I'm now studying a certificate of management in the American university in Cairo which is completely relevant to my job. The company I'm working for is not paying a penny in these studies. I didn't ask them to share and they didn't offer. The total cost for this certificate is 7000 EGP. And I'm planning to do a marketing one in the same university. I also, wasn't told of a bonus scheme on how my bonus is going to be calculated. I want to write one to discuss with my boss but I don't know how? Or should I ask my boss to give me one?

Your prompt feedback will be deeply appreciated.

Regards,
Engy

Dear Engy,

I know how sensitive an issue like asking for a raise is!! However, it does not always have to be so.

Unfortunately, sometimes we don't make everything clear when it comes to financial arrangements when joining employers, and then find ourselves completely unsatisfied and not knowing how to solve this problem.

Well Engy, I always believe that the shortest line is the straight one. This is why I advise you to openly discuss this issue with your manager ASAP. Before that, be completely honest with yourself Engy, & evaluate your options properly. With that I mean:

1. Evaluate your performance; i.e. do you think you're doing a good job and you deserve this raise? Does your manager think so too?
2. What are you going to do if your manager refuses to give you this raise? What alternatives can you accept? Are you willing to look for another job or are you happy where you are and therefore ready to compromise?

Try to imagine how the conversation will look like and how your manager is going to react and be ready with alternatives to offer him in case he does not agree with your recommendations.

Good luck with this endeavor, and please let us know how it worked.

Best regards,
Mona Khairy
General Manager
MULTISKILLS

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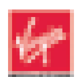






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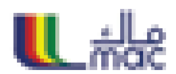


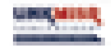




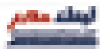














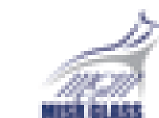








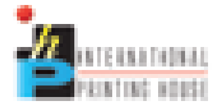


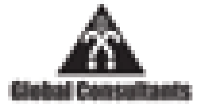






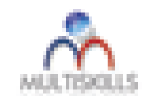














The Employer's **Middle Management** Employment Fair **Coverage**

















Some of Our Clients' Feedback

Amer Group
The Fair was great, thank you. Rasha Adel



International Language Bookshop
For the most part the quality of the applicants was very good, the staff was very helpful & professional, the place was nice.



Allianz
I really liked the atmosphere: clean, organized & not crowded.



Pepsico
Well organized & professional. Suzanne Emara



Shell Marketing Egypt
Thank you for a very professional organizing & preparation. Heba Gamal



Americana Group
Overall everything was great, well organized, professional organizers, very detailed oriented. Amira Abdallah



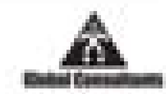
Bel Egypt
Excellent organizing, excellent place (Hotel), high calibers, excellent booth. Mohamed Hussein



Zepter International Egypt
Thank you for the neat & accurate discipline & organization. Dr. Hany Saber



Global Consultants
Good organizing & prompt action taken upon request. Ms. Jelan Negm



Credit Agricole
Excellent Fair. Hassan Mouafy



PGESCo
It's very good, everything is organized. Marwa El Guindy



What women want Magazine
Very well organized, various opportunities, integrated magazine with great qualities. Reem Gamil



Armanious Group (EVA Cosmetics – EVA Pharma)
The reception & the welcome basket were a nice gesture. Monica Salah Ghaly





El Maaly for Recruitment
The organizing was very good. Abdel Rahman Ismail



Berlitz Language Centers
The location chosen for the fair was very professional, clean, secure & wide. Deena El Dakrouri







Executive Section



"Two thirds of the work is the semblance" Famous Quotes

Accounting & Finance

Accountants
Tec-com

- Should have a B.A. in Accounting
- Fluent in English with 3 – 10 years of experience in relevant field
- Excellent use of excel spreadsheets

Register online at
www.tec-com.org



Accounting Manager
Multinational Company

- 8-10 years of experience
- CPA, CMA, ACCA or MBA will be an asset
- Fluent English
- Very good computer skills



Kindly send your CV to: recruit@multi-skills.com
Please write "Accounting Manager" in the subject line of your E-mail

---

Finance & Administration Manager
Multinational NGO Organization

- 8-10 years of experience with at least 4 years prior experience at similar level
- CPA, CMA, ACCA or MBA will be an asset
- Strong sense of teamwork and excellent people development and motivational capability

Kindly send your CV to: recruit@multi-skills.com
Please write "Finance & Administration Manager" in the subject line of your E-mail



Treasury Manager
Multinational Company

- 8-10 years of experience
- CPA, CMA, ACCA or MBA will be an asset
- Fluent English
- Very good computer skills



Kindly send your CV to: recruit@multi-skills.com
Please write "Treasury Manager" in the subject line of your E-mail

Country Deputy CFO
Multinational Company

- 8-10 years of experience with at least 4 years prior experience at similar level
- CPA, CMA, ACCA or MBA will be an asset
- Strong sense of teamwork and excellent people development and motivational capability
- Experience in the telecommunication field is a must

Kindly send your CV to: recruit@multi-skills.com
Please write "Country Deputy CFO" in the subject line of your E-mail

Engineering

Business Development & Operations Manager
Tec-com

- Build up, Train & Manage a team of Engineers to ensure proper Execution of Projects
- Identify New Potential Clients and put together an appropriate Strategy + Business Plane in order to develop the Business inline with the company's objectives
- Establish a Database for Competition, Company Sub-suppliers & Sub-Contractors
- Tender Study + Bid Preparation + Bid Submittal
- Follow-up Bid Submittal with clients + identify Competition Weaknesses to insure project award
- Ability to conduct Contractual Negotiations with Client
- Ability to conduct Sub-Contractual Negotiations and Procurement + Preparation of relevant Sub-Contracts
- Monitor Manufacturing & Inspection of procured equipment
- Set Site Operational Planes and strategy for Execution and Erection inclusive of Mobilization and De-mobilization
- Follow-up and manage several site operations until handover to client within the agreed time schedules
- Should have a B.S. in Civil, Mechanical or Electrical Engineering
- Fluent in English with 20 - 25 years of experience with the above Job Description Responsibilities & Owns a Car

Register online at
www.tec-com.org



Senior Planning Engineer
Tec-com

- Should have a B.S. in Civil Engineering / or other
- Fluent in English with 10 years of experience in relevant field
- Excellent use of primavera & excel spreadsheets with knowledge of cost control

Register online at
www.tec-com.org



More than 25 HR Professionals from the Largest Multinational Organizations Worldwide Gather Together Sharing Case Studies and Expertise with the Rest of the HR Community!!!

12-15 April 2009
Venue: Fairmont Towers, Cairo, Egypt

For More information:
events@the-employer.com www.alleventsgroup.com/HR360Egypt

HR 360 EGYPT 2009

Jacob Delafon
PARIS





Jacob Delafon Egypt is a member of Kohler Co., an American Multinational business that is the worldwide leader in kitchen and bath products that employs over 30,000 associates across the globe. Throughout the 137 year history, Kohler Co. has remained true to its founding vision of defining the frontiers of ideas, craftsmanship and technology.
Jacob Delafon represents the essence of Kohler Co in southern Europe, northern Africa and the Middle East. Headquartered in Paris, it has plants in France, Spain, Morocco and Egypt. We invite you to experience what Jacob Delafon and Kohler have to offer you.
We look forward to speaking with you and sharing the exciting and rewarding career opportunities that are currently available.

Operations Manager

- Responsible for all aspects of operations for the Egypt Faucet Operations
- Responsible to establish a safe working environment, develop people, processes and equipment necessary to efficiently produce faucets & related products that meet the needs of the customer for quality, and on-time delivery at competitive costs
- Charged with both the implementation of a consolidated manufacturing strategy and the continuous improvement of the daily operations
- Engineering Degree required with at least 15 years experience of which 5-10 years in middle or upper management of small or medium manufacturing operation
- Experience should include manufacturing, engineering, materials, purchasing, finance, accounting and human resources, with some knowledge of marketing
- Technical knowledge and experience in brass machining, stamping and brazing is a definite plus
- Must be fluent in written and spoken English
- MBA preferred

HR Manager

- Lead the human resource function
- Provide leadership linking HR to the success and strength of the Jacob Delafon organization
- Provide expert support in all HR functions including wage and benefits, organizational development, recruitment and selection, performance management and associate/ labor relations
- Provide ongoing advice and coaching to management related to associate performance and all other HR issues
- Bachelor's degree required with minimum 7 years
- HR experience required Strong knowledge of HR principles, practices and procedures is essential with 5 years experience in a similar managerial role in human resources
- Multi national experience is a plus
- Exposure to recruitment of managerial staff and compensation & benefits preferable
- Must be a self-starter with proven history of managing multiple projects from start to finish
- Must be able and willing to travel internationally
- Must be fluent in written and spoken English

HR Specialist

- Provides comprehensive support in HR functions including organizational development,performance management, training, recruitment and selection
- Bachelor's degree required, with minimum 4 years human resource experience required with progressively more responsibility and a track record of results
- Self starter with the ability to take ownership of multiple projects from start to finish
- Must be able and willing to travel internationally
- Must be fluent in written and spoken English



Materials Manager (Supply Chain)

- Direct and administer production planning and control, inventory control, shipping and receiving, and materials stores
- Manage incoming and outgoing movements of materials. Supervise schedulers, load planners and warehouse supervisors
- This position ensures location's materials are maintained consistently, accurately and in accordance with the company policies
- Bachelor's degree required preferably in Supply Chain or Materials management
- 5 years of experience in Supply Chain activity of which minimum 3 years experience in plant level materials planning
- Must be able and willing to travel internationally
- Must be fluent in written and spoken English, French is a plus
- Demonstrate familiarity with ERP system

Warehouse Supervisor

- Direct and coordinate the flow of all materials, faucet components, finished SKUs into and out of the Distribution Center
- Supervise and direct all receiving, warehousing, packing and shipping functions within the distribution center
- Accountable for the inventory accuracy and control procedures for all WIP components and finished SKU
- Bachelor degree required
- Minimum of five years related supervisory experience in a manufacturing environment, preferably within assembly and distribution
- Must be organized and able to set priorities
- Must be able to communicate effectively, both written and oral
- English preferred, but not required

Quality Manager

- Lead the quality function
- Ensure quality in all products and services
- Develop and implement company and plant quality policy, procedures and strategic objectives
- Train, develop and coach in the professional application of modern quality systems, tools and methodologies
- Bachelor's degree and 10 years of related Quality functional experience with at least 3 years of Quality Management experience
- Understand quality tools such as MSA, SPC, FMEA, capability analysis, Lean and Six Sigma, as well as currently hold or have the ability to obtain a Six Sigma Green Belt certification
- Must be fluent in written and spoken English

Interested candidates meeting the job requirements should email their detailed C.V., mentioning the job applying for within 10 days from the date of this advertisement, to:
hregypt@kohler.com



EXECUTIVE SECTION
8-10 Years of Experience

Famous Quotes *"Weighty work must be done with few words"*

Quantity Surveyors
Tec-com

- Should have a B.S. in Civil Engineering / Quantity Surveying
- Fluent in English with 10 years of experience in Quantity Surveying

Register online at
www.tec-com.org



Site Engineer
Tec-com

- Should have a B.S. in Mechanical Engineering
- Fluent in English with 3 – 10 years of experience in relevant field & owns a car

Register online at
www.tec-com.org



Site Engineer
Tec-com

- Should have a B.S. in Electrical Engineering
- Fluent in English with 3 – 10 years of experience in relevant field & owns a car

Register online at
www.tec-com.org



Site Engineer
Tec-com

- Should have a B.S. in Civil Engineering
- Fluent in English with 3 – 10 years of experience in relevant field & owns a car

Register online at
www.tec-com.org



Radio Network Planning & Optimization Senior Manager
Multinational Communication Company

- B.Sc. degree in communication Engineering
- 8-10 years experience
- Fluent English

Kindly send your CV to: recruit@multi-skills.com
Please write "Radio Network Planning & Optimization Senior Manager" in the subject line of your E-mail



Manufacturing Manager
Multinational Company

- B.Sc. degree in Mechanical or Electrical Engineering
- 8 years of experience in Multinational industrial environment
- Highly experienced in production & maintenance management
- Fluent English

Kindly send your CV to: recruit@multi-skills.com
Please write "Manufacturing Manager "in the subject line of your E-mail



Central Engineering Manager (FMCG)

- 8 years plant maintenance or engineering experience
- Excellent experience in PLC (siemens) and control systems
- Good Project Management skills, Timeline, Budget and resource management
- Effective communication skills
- Excellent computer skills
- Fluent in both English and Arabic (written and spoken)

Kindly send your CV to: cv@smartmea.com
(Specifying the vacancy in the subject)



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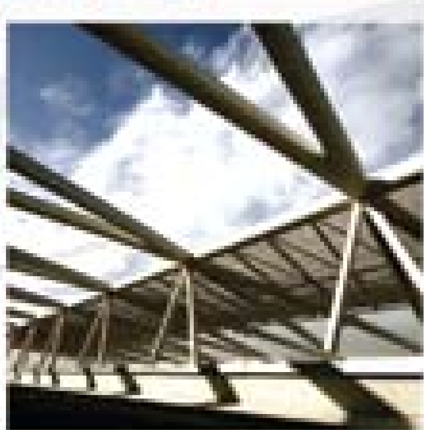
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Mobile: +2012 3222 155/44 Office: +20 24180 594
E-mail: subscription@the-employer.com













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ECG ENGINEERING CONSULTANTS GROUP S.A.

Heading into a new promising era in the global aviation industry, the Egyptian engineering consultancy ECG - Engineering Consultants Group S.A. and its Dutch business partner, Netherlands Airport Consultants B.V. (NACO) have recently completed a remarkable feat with the successful launch and operation of the LE2.5 billion Terminal Building No. 3 of Cairo International Airport. The spectacular contemporary landmark has been developed to consolidate the airport's status as a regional aviation hub and is planned to host an annual capacity of 11 million passengers (6 million international and 5 million domestic), effectively raising the Cairo International Airport overall capacity to conveniently serve 22 million passengers annually.





EXECUTIVE SECTION

8-10 Years of Experience

Famous Quotes *"Your hand is never the worse for doing its own work."*

Civil Projects Manager (FMCG)

- Lead the executive of the annual Civil infrastructure plan for the manufacturing, Warehouse &DC's
- Lead all upgrade plans as per the operations & DC's master plan
- Computer skills (Excel & Word as minimum)
- English language written and spoken
- Min. 5 years in civil projects management

Kindly send your CV to: cv@smartmea.com
(Specifying the vacancy in the subject)



Human Resources

Recruitment Specialist
Tec-com

- Should have a B.S. in Engineering
- Fluent in English with 3 – 10 years of experience as a recruitment specialist

Register online at
www.tec-com.org



HR Manager (TE-HR1)
Multinational Company

- 7 to10 years of experience
- Automotive, Call centre, Cement, FMCG background is Preferable
- Excellent Command of English

Kindly send your CV to:
candidates@thejobmasters.com



Regional HR Manager
Multinational Company

- 8-10 years of experience
- Fluent English
- Very good communication skills



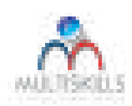
Kindly send your CV to: recruit@multi-skills.com
Please write "Regional HR Manager" in the subject line of your E-mail

---

Compensation & Benefits Manager
Multinational Company

- 8-10 years of experience in the same field
- Fluent English
- Very good communication skills

Kindly send your CV to: recruit@multi-skills.com
Please write "Compensation & Benefits Manager" in the subject line of your E-mail



Training Manager
Multinational Bank

- 8-10 years of experience
- Fluent English
- Very good communication skills

Kindly send your CV to: recruit@multi-skills.com
Please write "Training Manager" in the subject line of your E-mail

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E-Mail: subscription@the-employer.com





BUSINESS SUCCESS

GAIN A COMPETITIVE EDGE

Do you want to assess the language skills of your team quickly and reliably?

Do you need to upgrade the English language skills in your organisation?

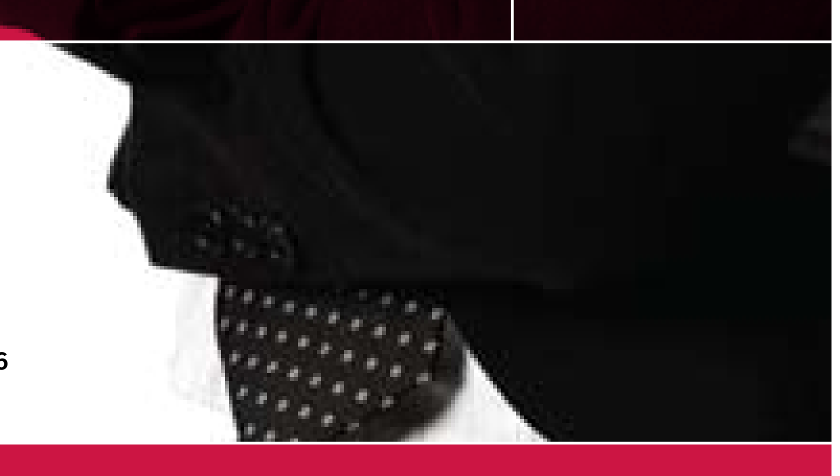
UNIVERSITY OF CAMBRIDGE BUSINESS ENGLISH ASSESSMENTS

- BULATS: used by organisations worldwide to measure the language skills of their staff
- BEC: certificates that help develop workplace language skills and motivate staff.

CUSTOMISED LANGUAGE TRAINING FOR CORPORATE CLIENTS

- English for Business courses
- professional communication skills courses
- BEC and BULATS preparation courses.

EXAMS



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www.britishcouncil.org.eg



EXECUTIVE SECTION
8-10 Years of Experience

Famous Quotes *"I don't have anything against work. I just figure, why deprive somebody who really loves it."*

HR Manager (Multinational Company)
• Bachelor's Degree in Human Resources or related field required with minimum 8 or more years work experience, preferable in human resources and operations
• Must be self starter with the ability to take ownership of multiple projects from start to finish with the achievement of results
• Fluency in written and spoken English is required to 10 years of experience
• Fluent in English
• Very good communication skills
Please write "HR Manager" in the subject

Kindly send your CV to: cv@smartmea.com
(Specifying the vacancy in the subject)



Import & Export

Export Manager
• 5-10 years of experience
• Fluent English
• Strong Communication & Negotiation skills

Kindly send your CV to:
info@quick-egypt.com



Marketing

Marketing Manager
Big Group of Local Cosmetics Companies
• 8-10 years of experience in the FMCG field
• Very good English
• Excellent communication skills



Kindly send your CV to: recruit@multi-skills.com
Please write "Marketing Manager" in the subject line of your E-mail

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Marketing Manager
• 10 years of experience in the same field
• Very good English
• Excellent Communication & Presentation skills

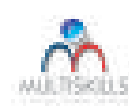
Kindly send your CV to:
info@quick-egypt.com



Public Relations

International Communication Manager
Multinational Company
• 8-10 years of experience
• Excellent Communication & Presentation skills
• Fluent English
• Very good computer skills

Kindly send your CV to: recruit@multi-skills.com
Please write "International Communication Manager" in the subject line of your E-mail



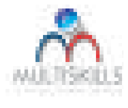
Sales

Corporate Sales Manager (TE-ESS2)
International Company
• 6 to 10 years of experience
• Telecommunication Background is a must
• Excellent command of English

Kindly send your CV to:
candidates@thejobmasters.com

Country Sales Manager
Multinational FMCG Company
• 8-10 years of experience in the FMCG
• Fluent English
• Very good communication & negotiation skills

Kindly send your CV to: recruit@multi-skills.com
Please write "Country Sales Manager" in the subject line of your E-mail



Business Development Director
Multinational Pharmaceutical Company
• 8-10 years of experience in the pharmaceutical field
• Fluent English
• Excellent Communication skills

Kindly send your CV to: recruit@multi-skills.com
Please write" Business Development Director "in the subject line of your E-mail



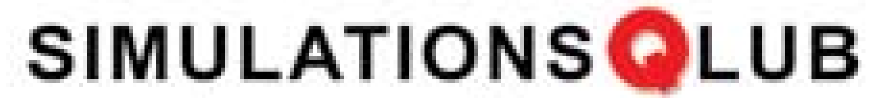


More than 25 HR Professionals from the Largest Multinational Organizations Worldwide Gather Together Sharing Case Studies and Expertise with the Rest of the HR Community!!!

12-15 April 2009

Venue: Fairmont Towers, Cairo, Egypt

For More information:
events@the-employer.com www.alleventsgroup.com/HR360Egypt

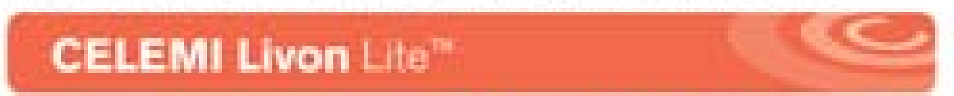


in cooperation with



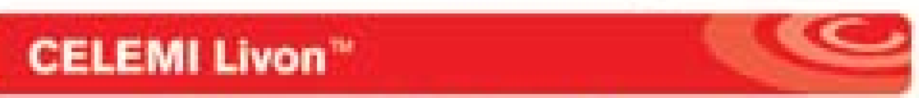
BUSINESS FINANCE FOR EVERYONE - Finance For Non Finance

- "Invite people to think like business owners – so they can base their future decisions on sound business thinking."
- Celemi Apples & Oranges® brings financial statements to life through its simple, profound model of a company
- Teams learn how to monitor cash flow, make resource utilization improvements, and measure results in the balance sheet and income statement



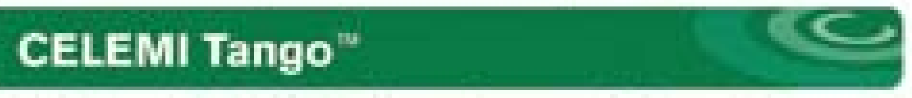
SECURING PROJECT SUCCESS - Project Management

- "Preparing people for the challenges of project work."
- A company has just completed a large project and, in hindsight, it did not deliver as much business value as was originally expected.
- "They say that you learn from your mistakes. That is true only if you understand what happened."



DIFFERENTIATE OR DIE - Sales & Marketing For Non Marketers

- "Inspire people and help them realize your company's marketing strategy."
- Celemi Livon Lite™ is the fast track to a basic understanding of the principles of marketing and branding
- Teams need to decide on how to best use their limited resources on attracting a selection of customers.



DIFFERENTIATE OR DIE - Sales & Marketing

- "Attracting and retaining targeted clients in extremely competitive markets."
- Four retailers are in tough competition for the same customers in a growing market.
- "To be successful means to build a strong market position and develop the ability to defend it."



MANAGING INTANGIBLE ASSETS - Human Resources & Corporate Communication

- "Boosting profitability by attracting and retaining the right clients – and employees."
- It is often said that it takes two to Tango. In the case of a service-driven company, it's the chemistry between customers and people that makes the music.
- "Convert personal skills into company-owned tools and processes."

CELEMI Decision Base®

PULLING IN THE SAME STRATEGIC DIRECTION - Cross Functional Management

- "Making key people understand how and why their decisions influence the entire organization."
- Six capital-intensive companies are competing for customers in a highly competitive, rapidly changing marketplace.
- Teams manage the strategic, operational & financial variables that will help lower costs & penetrate new markets.



CREATIVE THINKING

- "Inspire innovation and foster creativity in your organization."
- What do goat's milk, spiders, and fishing line have in common? Music records and airlines? Ant behavior and telecommunications routing?



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Office Mobile: +20 123 980 781 /2
E-mail: celemi@quest.com.eg
Website: www.quest.com.eg



EXECUTIVE SECTION

More Than 10 Years of Experience

Famous Quotes *"Those who work most for the world's advancement are the ones who demand least."*

Accounting & Finance

Project Sales Financial Manager
Multinational Company

• 10-12 years of experience with at least 3 years prior experience at a similar level
• Strong sense of teamwork and excellent people development and motivational capability
• Fluent English

Kindly send your CV to: recruit@multi-skills.com
Please write "Project Sales Financial Manager" in the subject line of your E-mail



Project Commercial Director
Multinational Company

• 8-10 years of experience with at least 3 years prior experience at a similar level
• Strong sense of teamwork and excellent people development and motivational capability
• Fluent English

Kindly send your CV to: recruit@multi-skills.com
Please write "Project Commercial Director" in the subject line of your E-mail



Investor Relations Senior Manager
Multinational Company

• 10-12 years of experience in a similar Field & at least 3 of which in a managerial role
• Profound knowledge of Treasury in the banking field
• Fluent English

Kindly send your CV to: recruit@multi-skills.com
Please write "Investor Relations Senior Manager" in the subject line of your E-mail



Finance Director

• 15 years of experience in the financial field, in large Multinational organizations
• CPA, CFA or any related certificate is highly preferred
• Experience in fund raising, negotiating long-term financing agreements and hedging activities with financial institutions
• Previous involvement in financing mega projects
• Fluent English Language is a must

Kindly send your CV to:
info@quick-egypt.com



CFO – Automotive

• Minimum 10 years of experience in finance in US based companies
• Certified CPA
• Fluent in Arabic & English languages
• Excellent communication & organizing Skills
• Able to meet deadlines
• Proactive and has a sense of responsibility

Kindly send your CV to: cv@smartmea.com
(Specifying the vacancy in the subject)



Financial Controller (Multinational Company)

• Bachelor of commerce, CA, CPA,CMA or MBA will be preferable
• 10+ years of experience in finance
• Fluency in English and French languages

Kindly send your CV to: cv@smartmea.com
(Specifying the vacancy in the subject)



Administration

Office Manager
Multinational Company

• 10-15 years of experience in the same field
• Very good English plus very good French
• Excellent Communication ,Presentation, Negotiation & Leadership skills

Kindly send your CV to: recruit@multi-skills.com
Please write "Office Manager" in the subject line of your E-mail

Engineering

Project Manager
Tec-com

• Should have a B.S. in Civil, Mechanical or Electrical Engineering
• Fluent in English with 10 – 15 years of experience in relevant field

Register online at
www.tec-com.org



Sales Manager

• Communication and Electronics Engineer
• Experience in Telecommunication Companies
• Full command of English (writing and speaking) is required

Please submit your resume on our website:
www.dealshr.com





More than 25 HR Professionals from the Largest Multinational Organizations Worldwide Gather Together Sharing Case Studies and Expertise with the Rest of the HR Community!!!

12-15 April 2009
Venue: Fairmont Towers, Cairo, Egypt

For More information:
events@the-employer.com www.alleventsgroup.com/HR360Egypt



Technical Erection & Construction Company (Tec-Com) is a Joint Stock Construction Company undertaking turnkey projects in various engineering fields, and is highly specialized in turnkey Electro-Mechanical projects, partly acting as the execution contracting arm to several of our privately owned group of companies, one of which is Technical Promotion Office (TPO) who are registered commercial agents to several reputable contractors & manufacturers in the UK and the continent since 1975, and with an experience dating back to 1958. Our Long lasting experience has resulted in the execution of over 80 municipal water treatment plants of different capacities ranging from 15,000 m3/day up to 650,000 m3/day with all their relevant ancillary equipment, sewage treatment plants, and over 70 complete drainage and irrigation pumping stations for the public sector through our principals and partly owned company Sigmainvest in Czech Republic that provides complete design engineering works, procurement and foreign expatriate supervision to our projects to ensure high international standards of execution.

In line with our Strategy, Technical Erection & Construction Company (Tec-Com) considers our people as our greatest asset, our future development and success is a direct result of their dedication and expertise.



Business Development & Operations Manager:

Job Description

-Build up, Train & Manage a team of Engineers to ensure proper Execution of Projects
-Identify New Potential Clients and put together an appropriate Strategy + Business Plan in order to develop the Business inline with the company's objectives
-Establish a Database for Competition, Company Sub-suppliers & Sub-Contractors
-Tender Study + Bid Preparation + Bid Submittal
-Follow-up Bid Submittal with clients + identify Competition Weaknesses to insure project award
-Ability to conduct Contractual Negotiations with Client
-Ability to conduct Sub-Contractual Negotiations and Procurement + Preparation of relevant Sub-Contracts
-Monitor Manufacturing & Inspection of procured equipment
-Set Site Operational Plans and strategy for Execution & Erection inclusive of Mobilization and De-mobilization
-Follow-up and manage several site operations until handover to client within the agreed time schedules

Job Qualifications

-Should have a B.S. in Civil, Mechanical or Electrical Engineering
-Fluent in English with 20 - 25 years of experience with the above Job Description Responsibilities & Owns a Car

Whether you are a recent graduate or an experienced professional, we are always looking for talented and highly motivated individuals interested in a challenging and fulfilling career. To apply for any relevant position post your CV on: **http://www.tec-com.org/Careers.php**

B U I L D I N G   A   B E T T E R   F U T U R E

Famous Quotes *"It is the quality of our work which will please God and not the quantity."*

Operations Manager
Jacob Delafon

• Responsible for all aspects of operations for the Egypt Faucet Operations
• Responsible to establish a safe working environment, develop people, processes and equipment necessary to efficiently produce faucets & related products that meet the needs of the customer for quality, and on-time delivery at competitive costs
• Charged with both the implementation of a consolidated manufacturing strategy and the continuous improvement of the daily operations

Qualifications

• Engineering Degree required with at least 15 years experience of which 5-10 years in middle or upper management of small or medium manufacturing operation
• Experience should include manufacturing, engineering, materials, purchasing, finance, accounting and human resources, with some knowledge of marketing desired
• Technical knowledge and experience in brass machining, stamping and brazing is a definite plus
• Must be fluent in written and spoken English
• MBA preferred

Kindly send your CV to:
hregypt@kohler.com



Technical Office Manager

• Civil or Construction Engineering
• Experience in Technical office in sites
• Full command of English (writing and speaking)

Please submit your resume on our website:
www.dealshr.com



Senior Planning Engineer

• Civil Engineering
• Experience in Planning & tender
• Full command of English (writing and speaking) is required

Please submit your resume on our website:
www.dealshr.com



Operation Engineering Manager
Multinational Company

• B.Sc. degree of Engineering or equivalent work experience
• 7 -15 years of experience in Facilities
• Fluent English
• Knowledge of key maintenance business

Kindly send your CV to:
info@quick-egypt.com



Business Development & Operations Manager - Construction

• Bachelor degree in Construction or Mechanical Engineering
• From 15 to 25 years of experience projects execution
• Able to train & manage a team of engineers
• Experienced in tender studies & bid preparations
• Excellent communications and interpersonal skills
• Very good time management and organization skills
• Excellent computer skills (Word, Excel, PowerPoint, Visio, Microsoft Projects)
• Excellent written & spoken English and Arabic

Kindly send your CV to: cv@smartmea.com
(Specifying the vacancy in the subject)



Operations Manager

• Engineering Degree required with at least 15 years of experience of which 5-10 years in middle or upper management of small or medium manufacturing operation
• Experience should include manufacturing, engineering, materials, purchasing, finance, accounting and human resources, with some knowledge of marketing desired
• Technical Knowledge and experience in brass machining, stamping and brazing is a definite Plus
• MBA is Preferred

Kindly send your CV to: cv@smartmea.com
(Specifying the vacancy in the subject)



Human Resources

Deputy Human Resource Director

• Experience in industrial companies
• Experience in companies including at least 4000 employees

Please submit your resume on our website:
www.dealshr.com



Import & Export

Export Manager
A Food Processing company serving industrial/ institutional/ consumer market. Half of revenue is exports

• Excellent English Language and French must be English school graduate
• Previous experience in exports

To apply for this job, please visit
www.careermideast.com





More than 25 HR Professionals from the Largest Multinational Organizations Worldwide Gather Together Sharing Case Studies and Expertise with the Rest of the HR Community!!!

12-15 April 2009

Venue: Fairmont Towers, Cairo, Egypt

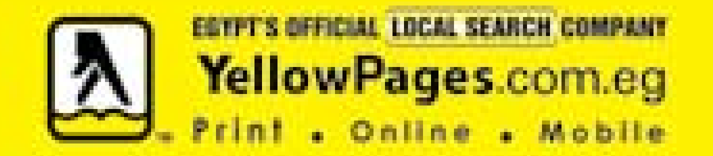
For More information:
events@the-employer.com www.alleventsgroup.com/HR360Egypt

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on your mobile browser or PC and off you go!!





EXECUTIVE SECTION

More Than 10 Years of Experience

Famous Quotes *"All the so-called "secrets of success" will not work unless you do."*

Management

Chief Commercial officer (TE-MN1)
Local Aviation

- 12 years of experience
- Aviation or traveling agency back ground
- Excellent English

Kindly send your CV to:
candidates@thejobmasters.com



General Manager (TE-MN2)
Multinational Company

- 15 years of experience
- Software back ground is preferable
- Excellent English

Kindly send your CV to:
candidates@thejobmasters.com



Marketing

Marketing Manager - FMCG

- Any relevant major
- 30 - 50 years old
- Excellent computer skills
- Min. 10 years of experience in the field (Personal Care/Cosmetics/ FMCG sector)
- Excellent command of English
- Excellent Managerial and analytical skills
- Has the sense for managing a creative process
- Generates and translates new ideas into workable solutions

Kindly send your CV to: cv@smartmea.com
(Specifying the vacancy in the subject)



Procurement & logistics

Procurement Director

- Bachelor Degree
- Min. 10 years experience
- Excellent communication skills
- Fluent English
- Excellent Computer skills

Kindly send your CV to: info@quick-egypt.com



Quality Assurance

Quality Manager
Jacob Delafon

- Lead the quality function
- Ensure quality in all products and services
- Develop and implement company and plant Quality Policy, procedures and strategic objectives; Train, develop and coach in the professional application of modern quality systems, tools and methodologies

Qualifications

- Bachelor's degree and 10 years of related Quality functional experience with at least 3 years of Quality Management experience
- Understand quality tools such as MSA, SPC, FMEA, capability analysis, Lean and Six Sigma, as well as currently hold or have the ability to obtain a Six Sigma Green Belt certification
- Must be fluent in written and spoken English

Kindly send your CV to:
hregypt@kohler.com



Sales

Sales Director (TE-ESS1)
International Company

- 10 years of experience
- Experience in cables field
- Excellent command of English

Kindly send your CV to:
candidates@thejobmasters.com



Training & Education

Business Simulations Facilitator (Non-Exclusive)
Quest Human Development and Change Agent

- To facilitate Celemi Business Simulations after getting certified by Quest
- Candidate will not be exclusively committed with Quest, yet she will sign a Non-Disclosure agreement
- Experienced Facilitator
- High Business Sense
- Fluency in English

Kindly send your CV to:
quality@quest.com.eg



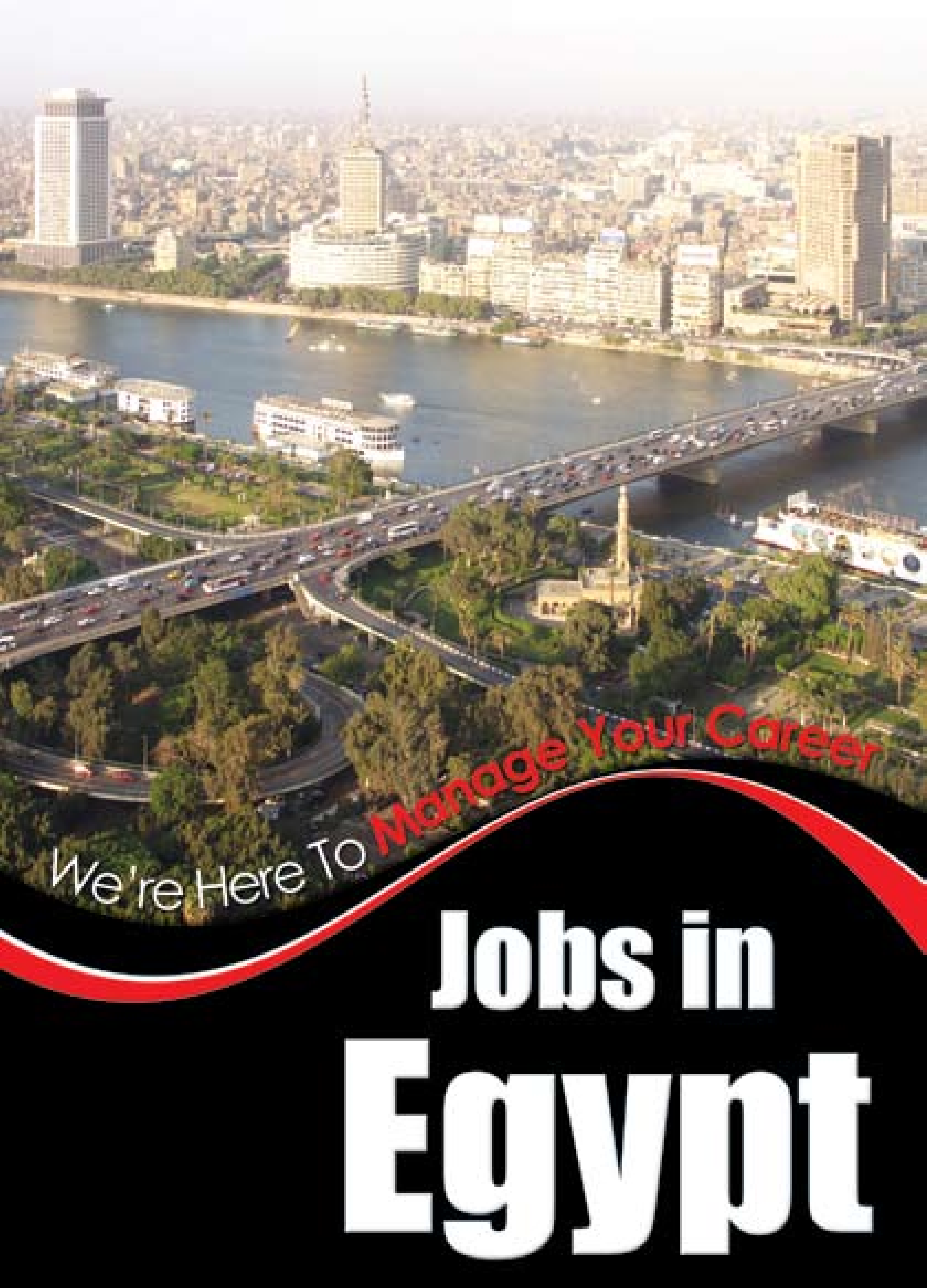


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Venue: Fairmont Towers, Cairo, Egypt

For More information:
events@the-employer.com www.alleventsgroup.com/HR360Egypt



We're Here To Manage Your Career
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Accounting & Finance

Junior Accountant

- 0-3 years of experience in a dynamic industry such as Manufacturing, FMCG, communication, construction or a reputable Pharmaceutical
- B.Sc. of Commerce, English Section, Major Accounting
- Proactive individuals with willingness to learn
- High Present ability and communication skills
- Fluent English Language is a must

Please submit your resume on our website:
www.afbconsulting.net



Credit & Treasury
Credit Officer

- 2-3 years of experience
- B.Sc. of Commerce, English Section
- Credit Course is a must
- Highly presentable
- Excellent English Language

Please submit your resume on our website:
www.afbconsulting.net



Business Planning & Analysis Specialist
Multinational Company

- 2-4 years of experience in accounting
- Fluent English
- Very good computer skills

Kindly send your CV to: recruit@multi-skills.com
Please write "Business Planning & Analysis Specialist" in the subject line of your E-mail



Junior Accountant
Multinational Company

- 0-2 years of experience in the accounting field
- Very good English
- Very good Communication skills

Kindly send your CV to:
info@quick-egypt.com



Administration

Receptionist

- Excellent telephone skills, fully computer literate
- Fluent in spoken/written Arabic and English
- Able to handle multi-tasks simultaneously
- From 1 -2 years of experience as Receptionist

Kindly send your CV to: cv@smartmea.com
(Specifying the vacancy in the subject)



Engineering

Project Engineer

- Min 2 years of Experience in Construction
- Engineer Flash Project Management experience

Will be in charge of:

- Supervising Engineers in the site
- Fluent in English

Kindly send your CV to: cv@smartmea.com
(Specifying the vacancy in the subject)



Sales Engineer
Multinational Company

- B.Sc. degree in Civil or Architecture Engineering
- 1-3 years of experience
- Fluent English

Kindly send your CV to:
jobseekers@quick-egypt.com



Human Resources

Training Specialist
Multinational Bank

- 2-4 years of experience in a similar position
- Fluent English

Kindly send your CV to: recruit@multi-skills.com
Please write "Training Specialist" in the subject line of your E-mail





MARKET VISIT DECIDE AND GO

Electronics Appliances Automotive Banking Real Estate Furniture & Interiors Clubs Memberships for Business



"The end crowns the work" Famous Quotes

Training Executive [HR]
Edita

- Facilitate and organize training workshops/courses according to plan
- Responsible to handle all internal and/or external communications related to the training plan
- Follow up internally and externally on the courses payments
- Assist in conducting the company's Training Needs Assessment
- Assist in planning and execution of the company's Training Plan

Qualification:

- Bachelor Degree in Economics, Business Administration or equivalent
- Excellent communication skills
- Excellent proficiency in English and Arabic Languages
- 1 – 2 years of experience in the same field



Kindly send your CV to:
recruitment@edita.com.eg

HR Specialist (Multinational Company)

- Min 3 years of experience in recruitment and payroll
- Fluent in English
- Very good communication skills



Kindly send your CV to: cv@smartmea.com
(Specifying the vacancy in the subject

HR Coordinator (TE-HR7)
Local Company

- 0 to 2 years of relevant experience
- Excellent command of English Language



Kindly send your CV to:
candidates@thejobmasters.com

Information Technology

Business Analyst
Is a software house specialized in financial and E-commerce applications

- Strong English both written and verbal
- Ability to write high quality technical and functional system specifications in English
- Effective communication skills, excellent analytical and problem-solving skills
- General IT experience is a Must



To apply for this job, please visit
www.careermideast.com

Senior Application Developer
Recruiting services provider

- 2 years in MS Dynamics GP 10 and RMS
- Experience of GP
- Excellent knowledge of windows and web development and MS SQL Server
- Strong knowledge of Dexterity and SDK development tools
- Excellent analysis, design, and trouble shooting skills
- Excellent Net skills
- Microsoft Certified Professional Developer (MCPD): Microsoft Visual Studio 2008 is preferable and 2005 is acceptable
- MCBMS Specialist for Microsoft Dynamics is a big plus; (one or more of modules mentioned above in job description)
- Strong accounting and supply chain understanding
- Knowledge Share Point is a plus
- PMP is a plus



To apply for this job, please visit
www.careermideast.com

Marketing

Business Consultant
Multinational Company

- 2-3 years of experience in similar position
- Very good English
- Excellent computer skills

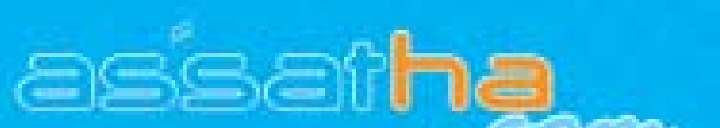
Kindly send your CV to: recruit@multi-skills.com
Please write "Business Consultant" in the subject line of your E-mail

Public Relations

Web Content Editor
Multinational Company

- 3-5 years of experience
- Fluent English

Kindly send your CV to: recruit@multi-skills.com
Please write "Web Content Editor" in the subject line of your E-mail





MARKET VISIT DECIDE AND GO

Electronics Appliances Automotive Banking Real Estate Furniture & Interiors Clubs Memberships for Business

Regulatory Affairs

Drugs Regulatory Affairs Officer
Multinational Pharmaceutical Company

- 2-3 years of experience
- Very good English
- Very good Communication skills

Kindly send your CV to: recruit@multi-skills.com
Please write "Drugs Regulatory Affairs Officer" in the subject line of your E-mail



Sales

Business Development Specialist (TE-ESS4)
Local Marketing Research Company

- 2 to 4 years of Experience
- Excellent command of English Language

Kindly send your CV to:
candidates@thejobmasters.com



Territory Development Supervisor (TE-ESS5)
Multinational Company

- 2 to 3 years of Experience in account executive position
- Develop profitable new businesses and grow existing customer
- Selection, coaching, training the territory team (sell through others)
- Excellent Command of English

Kindly send your CV to:
candidates@thejobmasters.com



Sales
Zepter International

- B sc. High Degree, (physiotherapy, pharmacist, medicine, veterinary, dentist, science…) is preferable
- with or without experience
- Ambitious, hard workers, self motivated
- Social communications & relations
- Confidants, competitive & presentable
- Sales oriented (experienced in health, beauty)
- Excellent language (English, Arabic)

Send your C.V. within 10 days at:
hr@zepteregypt.com



Telecommunications

Acceptance Manager
A leader in providing next generation telecommunications networks. The company is committed to providing innovative and customized products, services and solutions

- Major telecom BCs. Degree
- Clear understanding of SWAP project and acceptance key activities
- Full awareness of GSM network structure and telecom sites construction
- Full awareness of ISO 900 and TL9000
- Clear understanding of Quality control
- Communication and negotiation skills
- Self motivate and strong personality

To apply for this job, please visit
www.careermideast.com



Training & Education

Examinations Invigilator / Supervisor
Is a United Kingdom's international organization for educational opportunities and cultural relations

- Fluently Speaking English is a must
- Ability to deal with more complex information/enquiries
- Presents routine information clearly and logically
- Able to deal with challenging circumstances
- Able to meet deadlines/keep to a schedule

To apply for this job, please visit
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Based on, Managing HR – Bohlander & Snell

Program Modules:

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4. Selection.
5. Performance Management.
6. Personnel Admin.
7. Labor Law / Social Insurance.
8. Compensation & Benefit.
9. Motivation & Retention.
10. Training & Development.
11. Presentation Skills.

To Pass Successfully This Program You Should:-

A- Pass the written knowledge test.
B- Present in teams the group graduation project.

Who Should Attend?

- Fresh graduates who want to start their career in HR field.
- HR Coordinator.
- Newly promoted HR section heads.

Program Duration:

12 days, flexible executive schedule, morning sessions from 09:00 a.m. to 03:00 p.m. OR, afternoon sessions from 03:00 p.m to 09:00 p.m.

Program Language:

English / Arabic.

For More Information, Please Contact

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Mobile: 0165545007
E-mail: book4training@hccacademy.com

Alex. Branch:
Tel. Fax: (03) 42 000 17
Mobile : 0123004899
E-mail : hm@hccacademy.com

Cairo Branch
Address: 22 (A) El Obour Buildings, suite #5, 9th Floor, Salah Salem Road, Cairo, Egypt

Alex. Branch
Address: 29 El Fardous, Suite # 24, 2nd Floor, Semouha – Alex. – Egypt

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The Employer's Fresh Graduates



Employment Fair

A NEW ERA OF EMPLOYMENT FAIRS

Cairo InternationalConference Center

12th -14th June 2009

An Arena of 7 Mini Employment Fairs

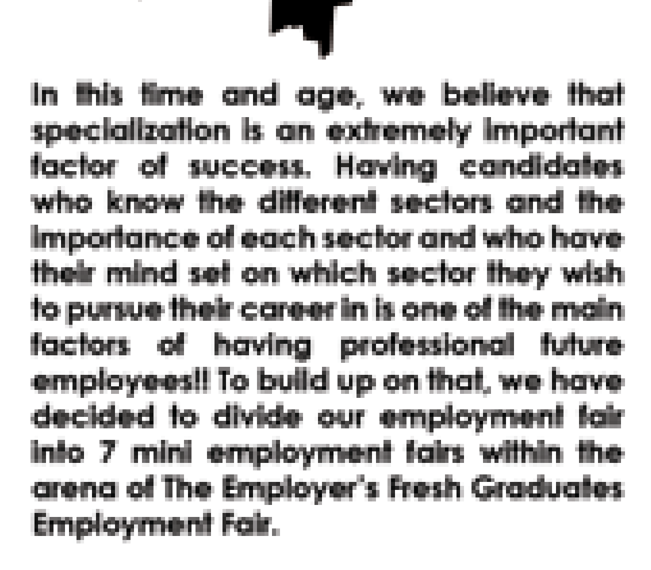
Organized by











In this time and age, we believe that specialization is an extremely important factor of success. Having candidates who know the different sectors and the importance of each sector and who have their mind set on which sector they wish to pursue their career in is one of the main factors of having professional future employees!! To build up on that, we have decided to divide our employment fair into 7 mini employment fairs within the arena of The Employer's Fresh Graduates Employment Fair.

-Finance, Banking & Insurance Employment Fair

Banks, Financial institutions & Insurance companies are invited to participate in the first specialized Finance, Banking and Insurance Employment Fair. This would give the job seekers the best exposure to the top Banks, Financial institutions and insurance companies who are currently looking to employ fresh graduates.

-Automotive, Engineering & Petroleum Employment Fair

Automotive, Construction & Petroleum Companies are invited to participate in the first specialized Automotive, Engineering & Petroleum Employment Fair. This would give the job seekers the best exposure to the top automotive, construction & petroleum companies who are currently looking to hire.

-FMCGs, Hotels & Tourisms Employment Fair

FMCG Companies, Hotels and Tourism Companies are invited to participate in the first specialized FMCGs, Hotels and Tourism Employment Fair. This would give the job seekers the best exposure to the top FMCG companies, Hotels and Tourism companies who are currently looking to employ fresh graduates.

-IT, Telecom, Marketing & Media Employment Fair

IT, Telecom, Marketing & Media companies are invited to participate in the first specialized IT, Telecom, Marketing & Media Employment Fair. This would give the job seekers the best exposure to the top IT, Telecom, Marketing & Media companies who are currently looking to employ fresh graduates.

-Pharmaceutical and Medical Employment Fair

Hospitals, Pharmaceutical and Medical Companies are invited to participate in the first specialized Pharmaceutical and Medical Employment Fair. This would give the job seekers the best exposure to the top hospitals, Pharmaceutical and Medical companies who are currently looking to employ Pharmacists and doctors.

-Training, Education & Consultation Employment Fair

Schools, Universities, Training Institutions and consulting companies are invited to participate in the first specialized Training, Education & Consultation Employment Fair. This would give the job seekers the best exposure to the top Schools, Universities, Training Institutions and consulting companies who are currently looking to employ fresh graduates.

- Diversified Employment Fair

Companies who are specialized in more than one sector are invited to participate in the first specialized diversified Employment Fair. This would give the job seekers the best exposure to the major diversified companies who are currently looking to employ fresh graduates.

Book Your Booth Now
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During The Fair, Have Professional HR View Your CVs, Evaluate You & Advise You

More Details in Our Upcoming Edition



Famous Quotes *"The past is really almost as much a work of the imagination as the future."*

Accounting & Finance

Treasurer
- 3-5 years of experience with minimum 2 years of experience in the same position
- B.Sc. of commerce, ACCA, MBA or CFM is an advantage
- Assist CFO in the development and implementation of treasury policies and guidelines
- Develop the annual treasury budget for discussion and approval of the CFO
- Decision making , professional development , problem solving & customer orientation
- Fluent English language is a must



Please submit your resume on our website:
www.afbconsulting.net

Financial Analyst
- 3-6 years of experience in the same position
- Bachelor degree in Accounting (English Section)
- Determine the prices at which securities should be syndicated and offered to the public
- Prepare action plans for investment based on financial analyses
- Fluent English Language is a must



Please submit your resume on our website:
www.afbconsulting.net

Senior Financial Analyst
- 4 years of experience in the same field
- B.Sc. of commerce (English section) or equivalent, ACCA, CFA, CMA or MBA is an advantage
- Preparing company's Mid Term Plan
- Preparing company's annual Budget in addition to updated forecasts
- Provide the top management with monthly reporting package
- Organized, self-motivated & high management skills
- Fluent English Language



Please submit your resume on our website:
www.afbconsulting.net

Cost Controller
Multinational Company
- 5-7 years of experience
- Very good English
- Very good computer skills

Kindly send your CV to: recruit@multi-skills.com
Please write "Cost Controller" in the subject line of your E-mail

Senior Accountant
Multinational Company
- 4-5 years of experience
- Fluent English
- Very good computer skills

Kindly send your CV to: recruit@multi-skills.com
Please write "Senior Accountant" in the subject line of your E-mail

Tax Manager
Multinational Company
- 6-8 years of experience
- Fluent English
- Very good computer skills

Kindly send your CV to: recruit@multi-skills.com
Please write "Tax Manager" in the subject line of your E-mail

Accountant
- Ensure the proper documentation and matching of vendor invoices with purchase order receipts and other proper supporting documents
- Ensure proper reconciliation of bank accounts
- Secure of company assets to include company check books, bank accounts, furniture, equipment, etc.
- Assist where necessary in the financial activities
- Prepare checks, petty cash registries and miscellaneous payables
- Invoicing varies customers



Kindly send your CV to:
info@quick-egypt.com

Financial Analyst
- 3-4 years of experience in the same position in FMCG field and / or investment banks
- Bachelor degree in Accounting (English Section)
- Working experience on automated systems
- Prepare plans of action for investment based on financial analyses
- Very good English Language is a must (ICFE is an asset)



Kindly send your CV to:
info@quick-egypt.com



60's music 70 80 90 HITS



"When everyone minds his own business the work is done" Famous Quotes

Administration

Admin Secretary

- Excellent typing and communication skills, fully computer literate
- Fluent in spoken/written English & Arabic
- Able to handle multi-tasks simultaneously
- Min. 5 years experience as personal assistant to GM or MD in multi-national organization

Kindly send your CV to: cv@smartmea.com
(Specifying the vacancy in the subject)



Senior Administrative Assistant
Multinational Company

- 5-7 years of experience
- Excellent Computer Skills
- Very good English and French

Kindly send your CV to: recruit@multi-skills.com
Please write "Senior Administrative Assistant" in the subject line of your E-mail



Office Manager

- 5 years of experience in a similar position within multinational companies preferably in the trading industry
- Bachelor degree from a respective discipline
- Excellent MS office skills
- Ability to deal with administrative tasks with minimal supervision
- Excellent organizational, communication, interpersonal & secretarial skills
- Excellent English language is a must

Kindly send your CV to:
info@quick-egypt.com



Engineering

Site Engineer- finishing work

- Bachelor of civil Engineering
- Not less than 7 years
- Good knowledge in finishing work
- Excellent Computer skills

Kindly send your CV to: cv@smartmea.com
(Specifying the vacancy in the subject)



Assistant Production Manager [ENG]
EDITA

- Responsible for achieving immediate and short-term objectives laid down by the production manager (output, quality, safety and overtime costs)
- Ensure that our production facility meets company quality standards
- Implement existing production recipes and makes adjustments as necessary to produce products within specifications
- Monitor quality of incoming raw materials and finished products by reviewing lab data
- Develop and recommend improvements of facilities, equipments, or procedures to improve safety, quality, and efficiency

Qualification:

- Bachelor degree in Engineering, Production major
- Team player, proactive, self motivated, flexible and dynamic
- 3-5 years experience, preferably in FMCG industry
- Excellent proficiency in Arabic and English languages
- Good knowledge of MS office

Kindly send your CV to:
recruitment@edita.com.eg



Quality Engineer

- Bachelor's degree in an engineering discipline (Manufacturing, Industrial or Material Science preferred)
- Should possess solid team leadership, structured problem solving, presentation, technical, systems, and inter-personal (negotiation, delegation, persuasion) skills
- Must perform process engineering tasks and technical assignments with a high degree of quality
- Must be capable of improving quality systems and teaching structured problem solving concepts

Kindly send your CV to: cv@smartmea.com
(Specifying the vacancy in the subject)



Production Manager

- Engineering Degree required
- 5 years experience in the same or similar trade, over 3 years management experience in production field
- Strong problem analyzing and solving skills
Strong organizational and flexible skills
- Good team spirit and continuous improvement attitude

Kindly send your CV to: cv@smartmea.com
(Specifying the vacancy in the subject)









Famous Quotes

"Minds are like parachutes; they work best when open."

Project Manager
Multinational Company

• B.Sc. degree in Engineering
• Minimum 5 years experience in managing complex engineering projects
• Excellent English is a must & French is preferable

Kindly send your CV to: recruit@multi-skills.com
Please write "Project Manager" in the subject line of your E-mail

Safety Advisor
Multinational Company

• B.Sc. degree in Mechanical or Electrical Engineering
• 5-8 years of experience in the safety field
• Fluent English

Kindly send your CV to: recruit@multi-skills.com
Please write "Safety Advisor "in the subject line of your E-mail

Human Resources

Payroll Section Head [HR]
Edita

• Coordinate and perform payroll processing to ensure smooth delivery of accurate payment for employees on timely basis
• Review and direct monthly payment of social insurance subscription, salary taxes, labor offices, and retirement schemes
• Implement company's medical, end of service, pension and cell phone policies for employees

Qualification:

• Bachelor degree in Business Administration or equivalent
• 3-5 years experience in a similar position
• Good communication skills, team player
• Excellent Word, Excel, PowerPoint
• Good Knowledge of payroll software systems

Kindly send your CV to:
recruitment@edita.com.eg

HR Specialist (Multinational Company)

• Bachelor's Degree from 5-7 years of work experience, preferable in human resources
• Must be self starter with the ability to take ownership of multiple projects from start to finish
• Fluency in written and spoken English is a must
• Very good communication skills



Kindly send your CV to: cv@smartmea.com
(Specifying the vacancy in the subject)

HR Manager
Jacob Delafon

• Lead the human resource function
• Provide leadership linking HR to the success and strength of the Jacob Delafon organization
• Provide expert support in all HR functions including wage and benefits, organizational development, recruitment and selection, performance management and associate/labor relations
• Provide ongoing advice and coaching to management related to associate performance and all other HR issues

Qualifications

• Bachelor's degree required with minimum 7 years HR experience required
• Strong knowledge of HR principles, practices and procedures is essential with 5 years experience in a similar managerial role in human resource in manufacturing desired
• Multi-national experience is a plus
• Exposure to recruitment of managerial staff and compensation and benefits preferable
• Must be a self-starter with proven history of managing multiple projects from start to finish
• Must be able and willing to travel internationally
• Must be fluent in written and spoken English

Kindly send your CV to:
hregypt@kohler.com

HR Specialist
Jacob Delafon

• Provides comprehensive support in HR functions including organizational development, performance management, training, recruitment and selection

Qualifications

• Bachelor's degree required, with minimum 4 years human resource experience required with progressively more responsibility and a track record of results
• Self starter with the ability to take ownership of multiple projects from start to finish
• Must be able and willing to travel internationally
• Must be fluent in written and spoken English

Kindly send your CV to:
hregypt@kohler.com

Senior HR Specialist (TE-HR2)
Multinational Company

• 3 to 6 years of Experience
• Heavy Industry back ground is Preferable
• Excellent command of English Language

Kindly send your CV to:
candidates@thejobmasters.com



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12-15 April 2009
Venue: Fairmont Towers, Cairo, Egypt

For More information:
events@the-employer.com www.alleventsgroup.com/HR360Egypt

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Send us your CV today
cv@smartmea.com

or call us on 02-24180594



Famous Quotes *"Deliberation is the work of many men. Action is of one alone"*

Senior Training Specialist (TE-HR3)
Local Company

- 2 to 6 years of experience
- Career Development background
- Excellent command of English Language

Kindly send your CV to:
candidates@thejobmasters.com



Compensation & benefit Specialist (TE-HR4)
Bank

- 2 to 5 years of experience
- Banking back ground
- Excellent command of English Language

Kindly send your CV to:
candidates@thejobmasters.com



HR Generalist (TE-HR5)
Multinational Bank

- 2 to 5 years of Experience in the same position
- Handling all HR functions, i.e. Recruitment, Training and Development, Compensation and Benefits
- BA degree in Business Administration or any other Equivalent Certification
- Good Command of English Language

Kindly send your CV to:
candidates@thejobmasters.com



Trainer (TE-HR6)
Multinational Company

- 2 to 5 years of experience
- Soft Skills back ground
- Excellent Command of English Language

Kindly send your CV to:
candidates@thejobmasters.com

Senior Recruitment Specialist
Multinational Company

- 3-5 years of experience in a similar position
- Fluent English

Kindly send your CV to: recruit@multi-skills.com
Please write "Senior Recruitment Specialist" in the subject line of your E-mail



Senior HR Specialist
Multinational Company

- 3-5 years of experience
- Fluent English
- Negotiation and communication skills



Kindly send your CV to: recruit@multi-skills.com
Please write "Senior HR Specialist" in the subject line of your E-mail

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Regional Recruitment & Development Manager
Multinational Company

- 6-8years of experience in the same field
- Fluent English
- Very good communication skills

Kindly send your CV to: recruit@multi-skills.com
Please write "Regional Recruitment & Development Manager" in the subject line of your E-mail



HR Manager
Multinational Company

- 5-7 years of experience
- Fluent English
- Very good communication skills

Kindly send your CV to: recruit@multi-skills.com
Please write "HR Manager" in the subject line of your E-mail

Human Resources Specialist
Recruiting services provider

- Experienced in the various fields of HR Personnel, payroll, recruitment, etc

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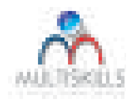


Information Technology

Group Product Manager
Multinational Pharmaceutical Company

- 6-8 years of experience out of which 3 years are as a Product Manager
- Experience in CNS & CVS is preferable
- Fluent English is a must
- Must have a very strong character & excellent communication skills

Kindly send your CV to: recruit@multi-skills.com
Please write "Group Product Manager" in the subject line of your E-mail





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Famous Quotes *"The eye of the master will do more work than both his hands."*

IT Network Administrator/ Manager [IT]
Edita

• Administer network workstations, utilizing one or more TCP/IP or non-TCP/IP networking protocols and one or more UNIX-based or non-UNIX based operating systems
• Evaluate and recommend purchases of computers, network hardware, peripheral equipment, and software; Investigate user problems, determine possible solutions
• Install, configure, and maintain personal computers, Novell networks, UNIX workstations, file servers, and other related devices and systems; Perform and/or oversee software and application development, installation, and upgrades
• Maintain site licenses for department/organization
• Plan and implement network security

Qualification:

• Bachelor degree in Computer Science, Communication Engineering or equivalent
• 3-5 years of experience in a similar position
• Excellent proficiency in English and Arabic languages
• MSCE, CCNA is a must, CCNP is a plus
• Active directory, DNS, DHCP, MS Exchange, Good knowledge in security and troubleshooting

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Marketing

Brand Manager [MK]
Edita

• Manage all aspects of marketing programs for specified products
• Build brand architecture and positioning, Manage and liaise with company's advertising agencies
• Forecast future market trends via statistical analysis
• Evaluate consumer's reactions to advertising programs; merchandising policies, product packaging in order to promptly react to competitive and volatile market conditions
• Liaise with sales department to investigate brand performance on monthly basis, prepare an analytical report and a development plan to improve performance

Qualification:

• Bachelor degree in Business Administration, major marketing
• Excellent communication and analytical skills
• Good knowledge and understanding of the FMCG market
• Excellent proficiency in Arabic and English languages
• 3-5 years experience in a marketing department, in which 1-2 years are in a similar position in an FMCG firm is preferable

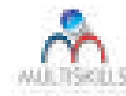
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Edita

Product Manager
Multinational Pharmaceutical Company

• 3-5 years of experience out of which 2 years are as a Product Manager
• Experience in CNS & CVS is preferable
• Fluent English is a must
• Must have a very strong character & excellent communication skills

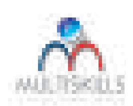
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Senior Research Executive
Multinational Company

• 4 years of experience in similar position
• Fluent English
• Excellent computer skills

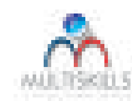
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Please write "Senior Research Executive" in the subject line of your E-mail



Senior Media & Promotion Executive
Multinational Company

• 4 years of experience in similar field
• Fluent English
• Excellent computer skills

Kindly send your CV to: recruit@multi-skills.com
Please write "Senior Media & Promotion Executive" in the subject line of your E-mail



Operational Marketing Officer
Multinational Company

• 4-6 years of experience in similar position
• Fluent English
• Excellent computer skills

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Please write "Operational Marketing Officer" in the subject line of your E-mail





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Purchasing

Corporate Affairs & Administration Manager
Multinational Company

- 3-5 years of experience in Procurement
- Fluent English
- Excellent communication & negotiation skills

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Quality Assurance

Quality Service Manager
Multinational Company

- 6-8 years of experience in the same field
- Very good English
- Previous experience with Quality Assurance standards and certificates
- Excellent Management skills
- Excellent Computer skills

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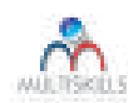


Quality Assurance

Quality Service Manager
Multinational Company

- 6-8 years of experience in the same field
- Very good English
- Previous experience with Quality Assurance standards & certificates
- Excellent Management skills
- Excellent Computer skills

Kindly send your CV to: recruit@multi-skills.com
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Sales

Corporate Sales Executive (TE-ESS7)
Local company

- 2 to 6 years of experience
- Excellent command of English Language

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4-8 Years of Experience

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Sales District Manager (TE-ESS3)
Multinational Company

- 5 to 7 years of experience
- Airlines Experience is a must
- Excellent command of English

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Away from home Sales Section Head (HORECA) (TE-ESS6)
Multinational Company

- 3 to 6 years of Experience
- FMCG back ground is preferable
- Very Good Command of English Language

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Supply Chain

Warehouse Supervisor

- Experience in warehousing operations and inventory control
- Knowledge of large retail chain POS systems
- Full command of English (writing and speaking)

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Materials Manager (Supply Chain)
Jacob Delafon

- Direct and administer production planning and control, inventory control, shipping and receiving, and materials stores
- Manage incoming and outgoing movements of materials, Supervise schedulers, load planners and warehouse supervisors
- This position ensures location's materials are maintained consistently, accurately and in accordance with the company policies

Qualifications

- Bachelor's degree required preferably in Supply Chain or Materials management 5 years of experience in Supply Chain activity of which minimum 3 years experience in plant level materials planning
- Must be able and willing to travel internationally
- Must be fluent in written and spoken English, French is a plus
- Demonstrate familiarity with ERP system

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JOBS IN EGYPT

4-8 Years of Experience

Famous Quotes *"The eye of a master does more work than both his hands."*

Warehouse Supervisor
Jacob Delafon

• Direct and coordinate the flow of all materials, faucet components, finished SKUs into and out of the Distribution Center
• Supervise and direct all receiving, warehousing, packing and shipping functions within the Distribution Center
• Accountable for the inventory accuracy and control procedures for all WIP components and finished SKU

Qualifications

• Bachelor degree required
• Minimum of 5 years related supervisory experience in a manufacturing environment, preferably within assembly and distribution
• Must be organized and able to set priorities
• Must be able to communicate effectively, both written and oral
• English preferred, but not required

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Operations Analyst – Shipping

Working Experience: 4-5 Years in Shipping Industry
Will be in charge of:
• Timely deliver of cargo at destinations
• Data/Sys Integrity
• Purchase of VSC as and when required
• Maximum utilization of ships

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Supply Chain Solutions Manager – Warehousing Solutions

• Minimum 5 years experience with a Multinational
• Extensive sales/business development experience (ideally in a service industry) with significant exposure to logistics & supply chain solutions (Ideal profile would be candidate who has played a sales/ business development role in a logistics company)
• Or Extensive logistics/supply chain/operations experience, with a very good commercial instinct and ability to exceed in a sales/ business development role

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(Specifying the vacancy in the subject)

SMART

Distribution Manager - FMCG

• Establish distribution plans and routes to achieve corporate objectives
• Coordinate and control the order cycle and associated information systems
• Monitor the quality, cost and efficiency of the movement and storage of goods
• Bachelor degree with relevant major
• Minimum 5 years of management experience in distribution of cosmetics / pharmaceutical / FMCG products
• Excellent interpersonal and communication skills

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Jobs in The Middle East



JOBS IN THE MIDDLE EAST
0-3 Years of Experience

Famous Quotes *"I don't have anything against work. I just figure, why deprive somebody who really loves it."*

Administration

Library Assistant (UAE)

One of the UAE's oldest and most prestigious Universities
- Problem solving customer relations skills
- Ability to use initiative
- Work well under pressure and handle multiple tasks simultaneously
- Computer proficiency including Word and Excel



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Sales

Sales Executive (Qatar)

- 0-3 years experience
- Excellent communications and presentation skills
- Ability to work in a team work
- Very Good English
- Good sales background
- Age between "23-29"Male or Female



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Sales Executive

Integrated commercial, industrial and services organization, and one of the leading business houses in the lower Gulf region

- Excellent communication and sales ability
- Proactive, hardworking
- Motivated approach Good team player
- Experienced in a professional, high pressure, working environment
- Tenacious, persistent and goal orientated



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JOBS IN THE MIDDLE EAST
4-8 Years of Experience

Accounting & Finance

Accountant (Qatar)

- Bachelor of Commerce
- Preferably a qualified accountant with 4-7 years of experience in costing
- Audit and Accounting
- Fluency in English language



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Consulting

Economics & Management Consultant in KSA
Multinational Company

- 4-6 years of experience in similar position
- Fluent English
- Excellent computer skills



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Famous Quotes *"A vacation is over when you begin to yearn for your work."*

Engineering

Project Engineer / Expert

A leading industrial investment consultancy organization in Qatar is seeking to hire the following professionals:
• Engineer, preferably with MBA
• Minimum 7 years of experience in project management from concept to commissioning, project identification, studies and promotion or in project development & management
• Applicants should have good experience in GCC Countries & MENA region
• knowledge of Arabic is preferred but not essential
• Excellent compensation package would be offered to the right candidates (Basic Salary + Housing Allowance + Utilities Allowance, Transportation, Return Tickets for candidate & dependents, Medical & Life Insurance for candidate & dependents + Education Allowance for children under 18 years old and generous annual leave)

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(Specifying the vacancy in the subject)



Market Research Specialist / Senior Researcher

A leading industrial investment consultancy organization in Qatar is seeking to hire the following professionals:
• Graduate, preferably engineer with MBA in marketing
• Minimum 5 years of experience in carrying out market surveys & market studies for establishing market viability of industrial projects
• Arabic knowledge is highly desired
• Applicants should have good experience in GCC Countries & MENA region
• Excellent compensation package would be offered to the right candidates (Basic Salary + Housing Allowance + Utilities Allowance, Transportation, Return Tickets for candidate & dependents, Medical & Life Insurance for candidate & dependents + Education Allowance for children under 18 years old and generous annual leave)

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(Specifying the vacancy in the subject)



Researcher / Project Assistant

A leading industrial investment consultancy organization in Qatar is seeking to hire the following professionals:
• Engineer, preferably with MBA
• Minimum 5 years experience in project planning & coordination, capable to assist project team
• Applicants should have good experience in GCC Countries & MENA region
• knowledge of Arabic is preferred but not essential
• Excellent compensation package would be offered to the right candidates (Basic Salary + Housing Allowance + Utilities Allowance, Transportation, Return Tickets for candidate & dependents, Medical & Life Insurance for candidate & dependents + Education Allowance for children under 18 years old and generous annual leave)

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Expert

A leading industrial investment consultancy organization in Qatar is seeking to hire the following professionals:
• B.E in Civil / Mechanical Engineering
• MBA will be an added qualification
• Good work experience in "Building Material Industry"
• Minimum 5 years of experience in construction & 10 years in consultancy
• Capable to carry on Market Research & Study Reports
• Bilingual preferred Arabic & English
• Applicants should have good experience in GCC Countries & MENA region
• knowledge of Arabic is preferred but not essential
• Excellent compensation package would be offered to the right candidates (Basic Salary + Housing Allowance + Utilities Allowance, Transportation, Return Tickets for candidate & dependents, Medical & Life Insurance for candidate & dependents + Education Allowance for children under 18 years old and generous annual leave)

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Researcher / Chemical Engineer

A leading industrial investment consultancy organization in Qatar is seeking to hire the following professionals:
• B.E in Chemical Engineering
• MBA will be an added qualification
• Specialized in Chemical / Petrochemical Industry, up to 5 years experience in Chemical / Petrochemical Organization
• Capable to carry on Market Research
• Applicants should have good experience in GCC Countries & MENA region
• knowledge of Arabic is preferred but not essential
• Excellent compensation package would be offered to the right candidates (Basic Salary + Housing Allowance + Utilities Allowance, Transportation, Return Tickets for candidate & dependents, Medical & Life Insurance for candidate & dependents + Education Allowance for children under 18 years old and generous annual leave)

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Human Resources

HR Manager in KSA
Multinational Company

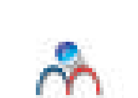
- 6-8 years of experience in the same field
- Fluent English
- Excellent computer & negotiation skills

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Recruitment Manager in KSA
Multinational Company

- 6-8 years of experience in the same field
- Fluent English
- Excellent computer & negotiation skills

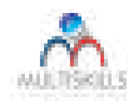
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Compensation & Benefits Manager in KSA
Multinational Company

- 6-8 years of experience in the same field
- Fluent English
- Very good communication skills

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Training officer

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- B.A in Education / Business Administration or relevant discipline
- 5 Years administrative experience in Personnel related to implementation and administration of training plans, policies, and procedures
- Very good command of English & Arabic Languages
- Computer knowledge is essential
- Very good communication and interpersonal skills

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More Than 10 Years of Experience

Sales

Business Development Director - Jeddah
International FMCG Company

- Minimum 10 years of experience in Business Development field
- Multinational FMCG background is a must
- Fluent English
- Excellent Communication skills

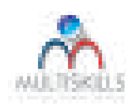
Kindly send your CV to: recruit@multi-skills.com
Please write" Business Development Director – Jeddah " in the subject line of your E-mail



National Sales Manager - KSA
International FMCG Company

- Minimum 10 years of experience in the sales field
- Multinational FMCG background is a must
- Fluent English
- Excellent Communication skills

Kindly send your CV to: recruit@multi-skills.com
Please write "National Sales Manager – KSA" in the subject line of your E-mail





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- HR magazine listed him as the **most influential** person in HR in 2006
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AIESEC in Egypt hosts the most important international conference in the Middle East and North Africa region 'MENA XLDS'09'. The conference delegates took the chance to attend sessions and workshops on leadership, leader's characteristics, how to be an effective team leader and project manager. The content was delivered in interesting ways through playing games and competing in groups. Some sessions were delivered by DHL, AIESEC International partner, and Alcatel.

And the Journey starts.....

Launching MENA XLDS'09

Opening Ceremony

After months of hard work at last on the 13th of March 2009 was the official opening of the international conference 'Middle East North Africa eXchange and leadership Seminar 2009' organized by AIESEC in Egypt. The ceremony took place in Truimph hotel in Cairo. The ceremony brought together the conference delegates, AIESEC in Egypt leaders, AIESEC in the Middle East North Africa region leaders, the conference organizing committee with AIESEC partners and supporters as well as this international conference supporters and partners.





The ceremony's agenda included a speech by the famous actor Khaled Aboul Naga showing his support to youth and AIESEC organization being the biggest youth organization in the world. Followed by that a speech from Amr Hassan Kaboudan the Organizing Committee President for 'Middle East North Africa eXchange and Leadership Seminar 2009' expressing his pride to host such a conference in Egypt this year and thanking all the entities that supported this dream to come true. A speech by Dalia Said, AIESEC in Egypt President, was delivered talking about AIESEC, her experience as an AIESECer the past years and welcoming everyone to Egypt. Finally, a discussion took place between Osama Mourad CEO of "Arab Finance", Alia Omar Brand Manager of "Beyti", Mohammed Shehab the International Operations Manager of the "Middle East Trading Agencies" and Adham from the "Embassy of Poland". The panel discussed "the role of the Middle East North Africa region youth in overcoming the financial crisis".

Global Village

On the 13th of March 2009, between the sun and the Nile river all the conference participants and delegates



together with all Egyptians experienced a mixture of cultures in this event. The 27 participating countries in this international conference were all giving us a glimpse about their cultures through their food and national costumes. The event was featured by 'Salalem', 'CairoKee' and 'Masar Egabri ' bands. The participating countries were Algeria, Australia, Bahrain, Croatia, Belgium, Egypt, France, Germany, Greece, Hong Kong, India, Japan, Jordan, China, Morocco, Tunisia, Oman, Pakistan, Poland, Qatar, Singapore, Netherlands, UAE, UK, United States of America and Malta.

> Wait for us in the next issue to know more about our Egyptian Night and Official Dinner which were events customized for our delegates!

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About YES!

One of the objectives of AIESEC since its founding in 1948 has been to contribute in meaningful ways to the development of young people around the globe, by providing opportunities for them to develop certain behaviors and attitudes we call change agent characteristics.
Entrepreneurship being one of the characteristics was chosen as a topic because of the critical importance of the creation of new enterprises for social and economic development.
YES! (Young EntrepreneurS!) is a program that aims to positively impact a significant amount of youth by offering them a platform to acquire knowledge, skills and values that will support their development as entrepreneurs.
Young Entrepreneurs (YES) project helps its local participants to know how to create a business plan, how to create and manage a budget, how to legally register their business and gain some basic skills that will help them become successful entrepreneurs. The participants are divided into 5 groups and start to work together on a business plan. Five international young specialists will be acting as facilitators and guides to the 5 groups during the process, also bringing best case practices of entrepreneurs from their countries of origin, expanding the perspective of the local students and increasing their international exposure and mindsets. They receive sessions together by our main partner 'Career Development Consultancy' for 8 weeks to help them in planning their business. By the end of the 8 weeks each group would have prepared their business plans.

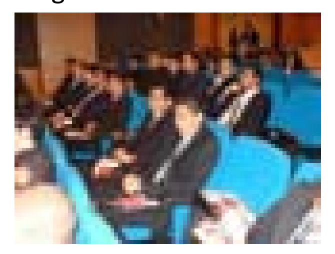


The project has 'SMART' as its technical partner providing memory sticks and smart board. In addition to 'The Employer', 'The Trainer' and 'What Women Want' as media partners.

Opening Ceremony

AIESEC in the Arab Academy for Science and Technology Cairo branch has officially launched Young Entrepreneur's (YES) project for its fourth time. After 4 months of hard work, a successful opening ceremony for YES project took place on the 15th of March 2009 in the conference hall of the Arab Academy for Science and Technology.

The ceremony brought together the 50 participants in YES project together with the partners and supporters of the project. Fady Cotta, Channel Manager of SMART in North Africa and South East Europe, attended the ceremony as a representative from SMART. And Mohammed Sorour, Marketing Manager in What Women Want, attended as a representative from What Women Want Magazine.





Asmaa El-Haddad an AIESEC alumnus and currently the chair of entrepreneurship club in Egyptian junior Business Association (EJBA) was the Master of Ceremony. A speech was delivered by Mr. Hesham Rafik CEO of Knowledge Academy discussing the topic of entrepreneurship.

Main Partner



Technical Partner



Media Partners







For More information the Director of the Projects Department Email: mostafa.saied@aiesec.net
WebSite: **http://www.aastc.info/yes.html**





13th Model of People Assembly Cairo University

Some people dream of success...while others wake up and work hard for it This is what happened in the model of people assembly of the faculty of economics and political sciences" Cairo university" .After a year of hard work and extraordinary effort exerted by the team of MPA, and after great performance done by the delegates who were keen to attend the academic sessions and to gain knowledge on the delegating role that the people assembly plays in Egypt, we were being able to culminate all these great efforts throughout the whole year by preparing for the conference which would take place in April, within this conference the team of the model will share together all the experiences they have gained from their participation in this valuable students' activity.

We would like to thank Dr.Mohamed Salman the main reason behind our success and also all the organizing and academic team behind this wonderful model.

Written by,
Mai Ahmed

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